IN THE BOARD OF SUPERVISORS OF

CONTRA COSTA COUNTY, STATE OF CALIFORNIA

In the matter of Administering the County's Affirmative Action Plan for Equal Employment Opportunity/ Resolution No. 95/16

WHEREAS, due to the commitment of the Board of Supervisors, County Administrator, and Department Heads, the percentage of the County government workforce of minority group and female citizens significantly exceeds their labor force availability except for Hispanics and Asian/Pacific Islanders:

Labor Force	Groups	County Workforce
		(June 30, 1994)
7.6%	African Americans	13.8%
8.9%	Asian/Pacific Islanders	7.7%
10.5%	Hispanics	8.5%
.6%	American Indians	.8%
45.4%	Females	61.6%

WHEREAS, each department in the County has developed and is implementing an affirmative action plan to achieve equal employment opportunity in County government for all applicants and employees in the County without regard to race, color, creed, religion, sex, national origin, ancestry, marital status, sexual orientation, disability, medical condition (cancer related), and age;

- 1. NOW, THEREFORE BE IT RESOLVED by the Board of Supervisors of the County of Contra Costa that the County Administrator's Office shall coordinate the Equal Employment Opportunity and Affirmative Action Programs for Contra Costa County and each department shall furnish to the County Administrator for approval in accordance with standards provided to the departments, a copy of the departments affirmative action plan and the departments implementation plan, as well as such reports as shall be requested by the County Administrator; and
- 2. BE IT FURTHER! RESOLVED that the Board of Supervisors, County Administrator, and Equal Employment Opportunity Advisory Council shall monitor the Equal Employment Opportunity and Affirmative Action Programs for the County and for each department and the County Administrator shall submit an annual progress report to the Board of Supervisors; and
- 3. BE IT FURTHER RESOLVED that Contra Costa County reaffirms its commitment to employment and promotional opportunities for minorities and females consistent with the Merit System rules and regulations; and
- 4. BE IT FURTHER RESOLVED that the County Administrator is directed to implement said program and establish necessary rules and regulations in support and execution thereof thereby reaffirming the commitment to affirmative action.

PASSED AND ACCEPTED by the Board members present on January 17, 1995.

I bereby certify that this is a true and correct cupy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

ATTESTED: JAN 17 1005

PHIL BATCHELOR, Clerk of the Board of Supervisors and County Administrator

By J. Callan Deputy

FROM.

Phil Batchelor, County Administrator

RECOMMENDATION OF COUNTY ADMINISTRATOR ______ RECOMMENDATION OF BOARD COMM!

____OTHER



DATE:

January 17, 1994

APPROVE

Reaffirming County Commitment to Equal Employment Copportunity

SPECIFIC REQUEST(S) OR RECOMMENDATION(S) & BACKGROUND AND JUSTIFICATION

RECOMMENDATION:

Adopt resolution administering County's Affirmative Action Plan and reaffirm your commitment to employment and promotional opportunities for minorities and females.

BACKGROUND:

On the occasion of the Annual Commemoration Ceremony for Dr. Martin Luther King, Jr., the Black Employees Association and the Advisory Council on Equal Employment Opportunity are requesting you to reaffirm your commitment to administering the County's Affirmative Action Plan for Equal Employment Opportunity.

The proposed resolution has been reviewed by the Black Employees Association, Advisory Council on Equal Employment Opportunity and the County's Affirmative Action Officer who all recommend your approval.

VOTE OF SUPERVISORS UNANIMOUS (ABSENT	SNATURE(S): TICN OF BOARD ON	JAN 1 7 1995	APPROVED AS RECOMMENDED OTHER
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